

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
MEDICAL EXAMINATIONS AND COMMUNICABLE DISEASES

DBB
(LOCAL)

EXAMINATIONS
DURING
EMPLOYMENT

~~The~~ A medical examination may be required of any employee when, in the judgment of the immediate supervisor after consultation with the Superintendent or designee may require an employee to undergo a medical examination if information received from the employee, the employee's supervisor, or other sources indicates the employee has a physical or mental impairment that:

1. Interferes ~~condition interferes~~ with the employee's ability to perform essential job-related functions; or
2. Poses ~~may pose~~ a direct threat to the health or safety of the employee or others. A communicable or other infectious disease may constitute a direct threat.

The District may designate the physician to perform the examination. If the District designates the physician, the District and, in that case, shall pay the cost of the examination. The District may place ~~If in the Superintendent's discretion the circumstances so require, the employee may be placed on~~ paid administrative leave while awaiting results of with pay, pending the examination physician's report and evaluating the results. District's decision.

HEALTH OR SAFETY
CONSIDERATIONS

If it is determined that the employee poses a direct threat to health or safety within the District or that the employee's ability to perform job-related functions is affected, Based on the results of the examination the Superintendent or designee shall determine whether ~~under what circumstances the employee might continue to perform job-related functions without posing a direct threat to self or others. If the employee~~ has an impairment. If so cannot perform job-related functions without posing a threat to health or safety, the Superintendent or designee shall determine whether the impairment interferes with the employee's ability to perform essential job functions or poses a direct threat. If not, may exclude the employee shall be returned to his or her job position. from work. However, before being excluded from work, the employee shall be permitted to present evidence to the Superintendent or designee relevant to his or her fitness to continue regular duties.

EXCLUSION

If the impairment does interfere with the employee's ability to perform essential job functions or poses a direct threat, the Superintendent or designee shall determine whether the employee has a disability and, if so, whether the disability requires reasonable accommodation, including the use of available leave. The granting of additional unpaid leave may be a reasonable accommodation in some circumstances. If the employee does not have a disability, the Superintendent or designee shall evaluate the employee's eligibility for leave. [See DEC(LOCAL)]

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[See DAA for information on disabilities and reasonable accommodation.]

USE OF LEAVE	Employees who are excluded from work because of a communicable disease or other medical condition may use any accrued paid leave to which they are entitled or request temporary disability leave, as appropriate. [See DEC]
PLACEMENT ON TEMPORARY DISABILITY	The Superintendent <u>or designee</u> shall have authority to place an employee on temporary disability leave <u>at the employee's request</u> , as appropriate, when in the judgment of the Superintendent in consultation with the physician who has performed the medical exam , the employee's condition interferes with the performance of regular duties.
<u>AT EMPLOYEE'S REQUEST</u>	
<u>BY BOARD AUTHORITY</u>	<u>Based on the Superintendent's recommendation that an employee be involuntarily placed on temporary disability leave, the Board shall place an employee on temporary disability leave if the Board determines, in consultation with the physician who performed the medical examination, that the educator's condition interferes with the performance of regular duties.</u> [See DEC(LEGAL)]
OTHER REQUIREMENTS	Employees with communicable diseases shall follow recommendations of public health officials regarding contact with students and other employees. Food service workers shall comply with health requirements established by city, county and state health authorities. Bus drivers shall comply with legal requirements. [See DBA]
TERMINATION OF EMPLOYMENT	Employees who are excluded from work because of a communicable disease may have their employment terminated when all leave to which they are entitled has expired, in accordance with appropriate policies. [See DEC and DF series]